



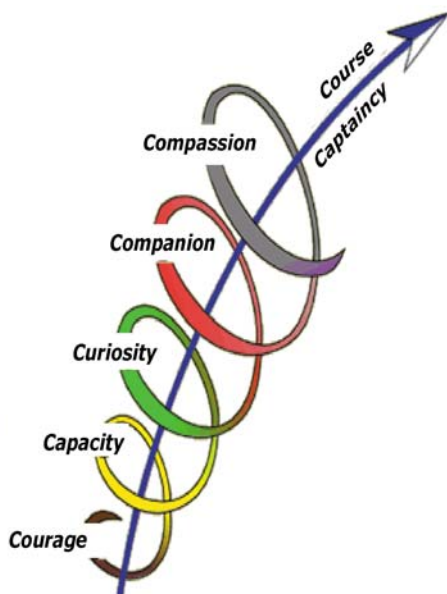
## Sail 7Cs to Professional and Personal Mastery

It is my honour and pleasure to be your coach and learning partner on this life changing adventure in learning and development.

On this passage you will be in the company of the greatest thinkers, dreamers and leaders. Two quotes that capture the journey:

*"Life is either a daring adventure, or nothing." Helen Keller*

The 7 C masteries were created for people like you who wish to create and live extra-ordinary lives of work and play.



### What are the 7C Masteries?

#### The 7C Masteries:

- Encompass a universal **values** framework and a set of **principles** and **practices**;
- Are interdependent and complimentary streams of activity, learning and skill building.

#### With the 7C Success Factors, you will:

- Redefine your relationship to work
- Align, balance, and synergize your work and your life
- Expand your capacity for excellence, leadership and success at work
- Create purpose, meaning and satisfaction in your life through your work.

***The 7C Masteries are not a quick fix. They are a way of being... a journey... a life long process***

## The 7Cs are the "Who" of BEING Extra-Ordinary...

"WHAT" you do at work and in life depends on "WHO" you are as a person.

"WHO" you are as a person, depends on your level of learning, development, integration, commitment and experience and your progress along the learning continuum that makes up the life long learning journey for all of us.

With the 7 C Masteries, you are invited to choose to BE *now* who you wish to be. It looks like this:

BE → DO → HAVE versus HAVE → DO → BE

## The 7C Masteries Coaching Process...

Over the coming months, you will engage in the process of discovery and choice. In our coaching process together and in our conversations you will:

- Learn more about who you are;
- Learn where you stand in relation to each of the 7C Masteries
- Set goals and decide where you want to stand in relation to each of the 7C Masteries and,
- Develop your own strategies, commitments to achieve these goals.

Think of each of the 7C Masteries as interdependent, concurrent streams of initiative and activity to move yourself ahead with. In the course of our conversations, we will consider each of the 7Cs and you will set goals and develop strategies and commitments

7Cs	Present Reality	GAP definition, Barriers and Strategies	3 Month Goal	12 months	5 to 10 years
Captaincy					
Course					
Capacity Physical Emotional Mental Spiritual					
Courage					
Companion					
Curiosity					
Compassion					

As your coach, my role is to facilitate your work.

In this, I will help you to:

**Understand and manage your most valuable asset – You!** To recognize and activate your potential is truly a gift to give yourself and those with whom you work. In this journey, I can assist you with various self-assessment instruments and guide you in the discovery of your wealth of capacities.

**Define your goals, dreams and objectives:** I work with you to define and refine your vision. Through the use of appreciative techniques we identify your passions and your greatest calling in your work. I believe your dreams come true.

**Design plans to catapult you to where you want to be:** One of my gifts is productive planning. As we discover who you are and what you want, we can partner in creating plans and strategies. I am here to partner with you in solving problems and overcoming barriers to reach your dreams, goals and objectives. When you do this work, you will get to where you need to be.

**Take action, more than you even dreamed is possible:** The synergy between coach and client catalyzes incredible change. A coach supplies accountability, support and perspective. You may find the impossible becoming possible.

The 7C Masteries will call on you to choose change, to be different ...

Although you are already 'Extra-Ordinary, the 7C Masteries call on you to

1. Do some things you now do differently,
2. Do some different things, and
3. Stop doing some of the things you now do.

And of course, this means not just knowing different things, it means doing different things, different behaviours. As you have heard, one definition of insanity is "To keep doing the same thing and expecting different results". Knowing is not enough. You must BE different.

The 7C Masteries are not a quick fix .... They are a life long journey...

The path to being Extra-Ordinary is not easy. It is not simple. (If it were easy and simple everyone would be on the path and then it would be 'The Path to Ordinary'!) Being on the path is totally up to you. You walk the path, or not, with the thousands of choices you make every moment of every day.

Remember, the 7Cs are a life long journey, not really a goal to be achieved or a race to be won. Some of what you encounter will be lost on you now. No matter. It will now be there for you in the future when you are ready.

The Values, Principles and Practices of the 7C Masteries are introduced on the following pages...

These ideas represent only the surface.

Bring your own ideas.

Uncover and create new ideas.

Contribute your ideas to others.

The essence of the 7C Masteries is ongoing discovery, integration and growth.

This is your process of evolving, of becoming.

Have fun with it.

# Mastery 1: Captaincy - Be your own captain.

Value: Warrior-like, Self Response-Ability

## Principles:

- 1. Take totally response-able for everything in your life and work:** Captaincy means choosing every day to be totally response-able for everything in your life and your work. Be responsible for your thoughts, your expectations, your hopes and your dreams. Be responsible for your feelings, your happiness, your sadness, and your grief. Be responsible for how you react to others. Be response-able for every choice that you make. Be responsible for your health. Be aware of where you are not now accepting total responsibility. No blame, no victim, no fault finding.
- 2. Maintain attention territoriality:** What we pay attention to expands. Do not leave this to chance. Be present. Pay attention to what you pay attention to and then choose where your attention will go. Watch yourself being yourself and focus your attention only on things that serve your purpose, not another's purpose. Shun advertising and the needs it creates, advertising distracts us from choices that serve our purpose.
- 3. Choose your life from 'What's-in-it-for-me':** Make every choice for only for yourself, Make choices unapologetically from 'what's-in-it-for-me, even the choices you make to help others. Make the transition from living for others to living for yourself, including where you choose to serve others. Live from the inside-out, not outside in. This sounds selfish, but we only serve others well when we are serving ourselves first.

## Practices

- 1. Use self response-able language, not third party language. "I feel..... NOT "You make me feel....."**
- 2. Be present**
- 3. Reframe everything in terms of your own choices and consequences of those choices**

## Links to other Cs:

'Courage' supports total self responsibility, and acting for self.

'Course' is a direction and focus for Attention Territoriality and What's-in-it-for-me.

'Capacity' gives us the strength to be our own 'Captain' in the face of the world's natural resistance.

'Companions' support our ability to act for self, then other with co-creative relationships

'Curiosity' supports our quest to ever greater levels of self understanding and self response-ability

'Compassion' helps us hold ourselves as whole in our setbacks in being our own 'Captain'

## Resources:

Branden, Nathaniel "*Taking Responsibility: Self Reliance and the Accountable Life*"

Cameron, Julia. "*The Artists Way*"

Bach, Richard. "*Jonathan Livingston Seagull*"

Jarrow, Rick. "*Creating the Work You Love: Courage, Career and Commitment*"

## Mastery 2: Course - Set off on your 'Course', let your heart be your compass.

Value: Honour your passion in everything you do

### Principles:

- 1. Make your work and your life an expression of your greatest calling:** Redefine your relationship to work: Make your work and life an exploration and expression of your purpose. Link everything you do in some way to this journey. Begin by using your work and your play to explore your gifts and your passions and to uncover your purpose. Follow through by developing your skill and knowledge through your work and your interests in life. Finally, dedicate your life to changing the world with your passion and your gift.
- 2. Put the law of attraction to work for you:** What we ask for, the universe provides. Keep a course in mind to guide your conscious and unconscious choices. You create what you think about, so focus on what you want, not on what you do not want. Be listening for the universe to provide and be ready to respond when it does. Be patient, hold the course, hold the belief in the power of attraction
- 3. Revel in the uncertainty of your course trajectory:** There is no perfect course, no perfect plan, no perfect destination. You will never be 'ready', so begin now. Do not wait until you feel you are certain of your course, that you feel yourself worthy, or that you are certain of success. Pick a course, almost any course and get off the dock and into the journey. Paradoxically, it is valuable to be both fully committed to your course and to be ready to change course at any time. Be listening for signs that you are off course and must change direction. Sometimes, only in being off course will you realize you need to change course. What we learn off course is as valuable as what we learn on course

### Practices

- 1. Continuous values assessment and clarification**
- 2. Writing and re-writing purpose and mission**
- 3. Daily visioning of what you are creating**

### Links to other Cs:

- 'Courage' supports managing uncertainty around course choices.
- 'Captaincy supports choosing a course related to your own, not someone else's journey.
- 'Capacity' gives us the strength to walk great distances on our own path.
- 'Companions' share the journey and help us reflect on our progress
- 'Curiosity' supports a learning trajectory, not a straight line.
- 'Compassion' helps us follow an imperfect course.

### Resources:

- Hicks, Esther: Hicks, Jerry. "Ask and It is Given"
- The Secret:, The Law of Attraction (Film)
- What the Bleep Do We Know (Film)

# Mastery 3: Capacity - Build your capacity daily

Value: Growth

## Principles:

- 1. Build capacity in all four dimensions - Physical, Mental, Emotional and Spiritual:** We exist in the interdependent world of these four dimensions. To have full access to our resources, concurrent development of all four dimensions is necessary.
- 2. Build capacity by stretching beyond normal limits in each dimension:** In the same way we develop capacity by physical exercise that stretches us beyond our normal limits, so we develop mental, emotional and spiritual capacity and strength through stretching beyond our comfort zone.
- 3. Build capacity by daily rhythmic expenditure and renewal:** Live life in a series of sprints, not a marathon. Expend physical, emotional, mental and spiritual energy in short bursts, AND then renew with intermittent short periods of deep rest and renewal practices.
- 4. Build capacity by employing ritual and habits:** Employ our natural ability to act out of habit to create healthy, capacity building rituals and habits.

## Practices

- 1. Exercising vigorously six days a week, eating well for energy**
- 2. Carry out a daily contemplative practices for renewal.**
- 3. Daily reading, writing and teaching**
- 4. Expressing and experiencing feelings freely.**
- 5. Ongoing spiritual practices**

## Links to other Cs:

'Course gives us reason to build capacity.

'Captaincy means we take the personal responsibility necessary to create and hold to ritual.

'Courage gives us the strength to endure the discomfort of stretching and building capacity.

'Companions' support in "co-opitition" spur us on.

'Curiosity' helps us stay interested in our own developmental processes'

'Compassion' helps us accept our failures to hold to our rituals.

## Resources:

Jim Loehr and Tony Schwartz *"The Power of Full Engagement: Managing Energy, Not Time, is the Key to High Performance and Energy Renewal"*

Kegan, R. (1994). *"In over our heads: The mental demands of modern life"*

Lodge, Henry S. & Crowley, Chris. *"Younger Next Year: A Guide to Living Like 50 Until You're 80 and Beyond"*

# Mastery 4: Courage - Be courageous, make fearless choices

Value: Courage

## Principles:

- 1. Reach through your fear for what you value:** All life is risk. No risk, no life, no things of value, no purpose. Do what you value but are afraid to do. Never let fear be the reason for not doing what you value and want to do to move ahead.
- 2. Build courage by confronting your fear:** Build courage by doing things you are afraid of doing. Be strategic and intentional about doing something every day that you make yourself afraid over. Practice until you experience not being afraid of being afraid. Learn to live so that you never stop being afraid. Commit to actions that you know you will make yourself afraid over. Courage is the learned experience of not being afraid of being afraid.
- 3. Use fear to energize your initiative:** There is great power and energy in fear. Use it to bring focus, intention and determination not to fail. Use the 'never give up' quality fear brings to a challenge.

## Practices

- 1. Developing and implementing strategies that include calculated risks**
- 2. Create daily challenges that practice being in fear**

## Links to other Cs:

'Course gives us reason to act in the uncertainty of our fear.

'Captaincy means our acts of courage are aligned with our values.

'Capacity' gives us the strength and confidence to confront our fear.

'Companions' support and give us confidence to be courageous.

'Curiosity' supports the rationale of what is there to learn from acting in the face of my fear?'

'Compassion' helps us accept our fear and failures to be courageous.

## Resources:

Frankl, Viktor "*Man's Search for Meaning*"

Zander, Benjamin. "*The Art of Possibility*"

Osho Courage: "*The Joy of Living Dangerously*"

# Mastery 5: Companions - Build intentional, interdependent relationships

Value: Interdependent relationships

## Principles:

- 1. Be strategic about who is in your life.** Choose who is in your life from amongst those who contribute to your journey in a positive way. Choose people who will contribute to your journey as intimates, friends, peers, bosses and subordinates. Avoid relationships 'by accident' if they do not contribute to your journey. Move out of relationship with people in your life who are 'energy drains' and do not contribute to your becoming. It's useful to serve other people if serving them serves you, but it is harmful to serve others from obligation.
- 2. Create authentic, intimate, interdependent "primary" relationships with a few key people:** Be intentional about creating intimate, interdependent relationships with one, two, maybe three people who can contribute the most to your journey. Bring courage into your relationships to risk intimacy and authenticity. Become skillful in communications, managing feelings, and creating independent relationships. Avoid holding (or change) role bound, duty driven relationships as primary relationships.
- 3. Be tactical and strategic in managing the "secondary" relationships in your life:** Be intentional about building and maintaining secondary relationships. Be authentic, while measured. Stay in contact, build positive emotional regard, demonstrate caring and show respect and curiosity in order to maintain your interests throughout. Move away from unhelpful secondary relationships.

## Practices

- 1. "Checking-in" daily with the people of primary relationship**
- 2. Engaging people of secondary relationship with curiosity and positive intention**
- 3. Holding others "Creative, Resourceful and Whole",**
- 4. Using self-response-able practices in relationships and encouraging others to do so also – do not care-take**

## Links to other Cs:

'Courage' helps us risk intimacy.

'Course' gives us a rationale for choosing the people to share our lives with.

'Captaincy' means we take the personal responsibility necessary to create interdependent relationships.

'Capacity', especially emotional capacity, helps us manage the emotional dynamic of relationship.

'Curiosity' helps us stay open to the differing perspectives people bring to our lives

'Compassion' helps us accept the short comings of ourselves and others in our relationships

## Resources:

McKeen, Jock, & Wong, Bennit. (1998). *"The New Manual for Life."* B.C.: Gabriola Island PD Publishing.

McKeen, Jock, & Wong, Bennit. (1998). *"The Relationship Garden."* B.C.: Gabriola Island PD Publishing.

## Mastery 6: Curiosity - Learn continuously

*"It takes a lot of courage to release the familiar and seemingly secure, to embrace the new. But there is no real security in what is no longer meaningful. There is more security in the adventurous and exciting, for in movement there is life, and in change there is power." - ALAN COHEN*

Value: continuous learning

### Principles:

- 1. Be Curious: fill your life with life:** We are either moving ahead, or moving backward. We are either growing or shrinking, expanding with life, or shrinking toward death. Imbue life with learning. Do not allow yourself to stall your growth with your 'knowing' and miss the essential purpose of becoming. Be ever curious to be ever learning and filled with passion and life
- 2. Use Curiosity and learning to evolve long the developmental continuum:** Learning drives growth, integration and evolution of us as beings. Through learning we reach new states of being. With each new becoming, we enter a new layer of knowing, a new way of seeing the world, a new way of making meaning, which in turn opens new doors to learning and states of evolution. Use Curiosity to grow through each layer to the next.

### Practices

- 1. Holding a learner's mind, asking stupid questions**
- 2. Risking experimentation and failure**
- 3. Watching for the unexpected and acting with curiosity**

### Links to other Cs:

'Courage' helps us risk experimentation.

'Course' gives us a direction for experimentation.

'Captaincy means we are paying attention.

'Capacity', especially spiritual capacity, renders our learning into growth

'Companions' helps us stay open to the possibility of differing perspectives

'Compassion' helps us accept our ignorance and our natural resistance to the unknown

### Resources:

# Mastery 7: Compassion - Love and accept what is

“

Value: love

Principles:

1. **Uncover, accept and love your authentic self:** Let go of striving to become an imaginary, ideal self. Make peace with who you really are, then accept and celebrate and love who you really are.
2. **Accept and love yourself so as be able to accept and love others:** In freedom from our own striving for our ideal self, we can at last let go of our judgments of other imperfect selves.
3. **Compassion is the velvet fist in the iron glove of the 7Cs:** Paradoxically, in compassion, we can at once strive to become more of who we are, while accepting we will always be who we are.

Practices

1. **Using the 5As to uncover and release self hating patterns – Aware, Acknowledge, Accept, Action, Appreciation**
2. **Surfacing our own judgments and assumptions of others**
3. **Turning striving into becoming**

Links to other Cs:

‘Courage’ helps us see and accept our imperfections.

‘Course’ gives us a rationale for hanging on while we let go.

‘Captaincy means we don’t need any other person’s approval to accept our authentic selves.

‘Capacity’, especially emotional capacity, fosters self acceptance

‘Companions’ are a focus for our expression of compassion

‘Curiosity’ helps us accept our ignorance and our natural resistance to the unknown

Resources:

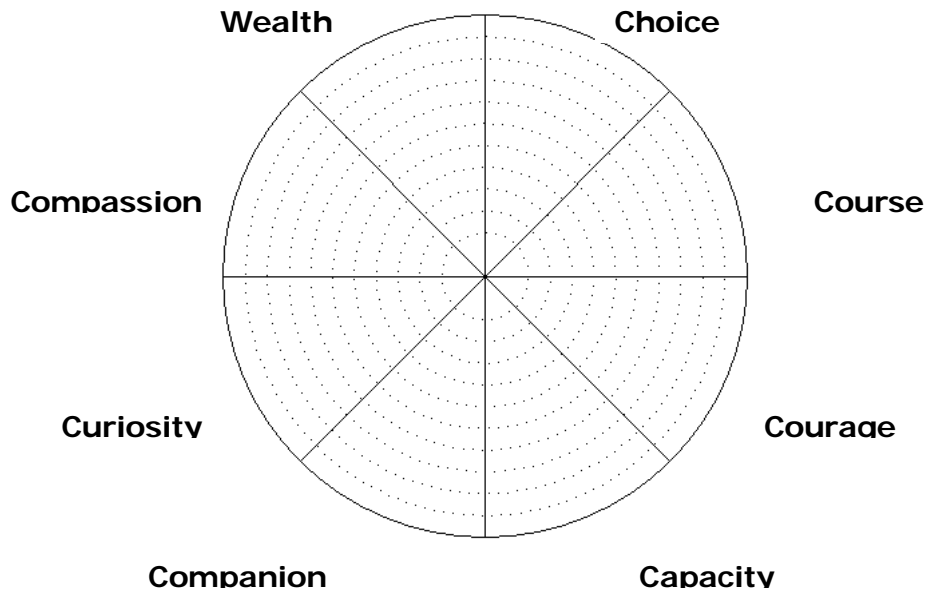
## 7C Masteries: Self Rating

In the table below are the 7C Masteries. Use this page to create a snap shot of your present reality

Step One: In the table for each competency, **Rate** your performance from one (lowest) to ten (highest)

Step Two: In the table **Rank** from most important (one) to least important (8) for you

Step Three: Within each pie piece (i.e. for each competency), mark the arc in the circle corresponding to your **Rating** (1 to 10) with one closest to the hub and 10 at the outside ring.



<u>Rank (1-8)</u>	<u>Competency</u>	<u>Rating (1-10)</u>
	Choice	
	Course	
	Courage	
	Capacity	
	Companion	
	Curiosity	
	Compassion	
	Wealth	

Where patterns do you see around strengths and weaknesses?

---

What are your three priorities for action?

---

***The 7C Masteries are not a quick fix. They are a way of being... a journey... a life long process***